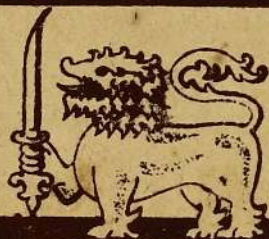


Ceylon LABOUR GAZETTE

C. E. E. F.
22 DEC 1951



VOLUME II
No. 12

DECEMBER
1951

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Crèches or Day Nurseries for the Children of
Working Mothers in Ceylon

Statistics of the Month in Brief

Notes on the Law relating to Wages and Working
Conditions in Ceylon.

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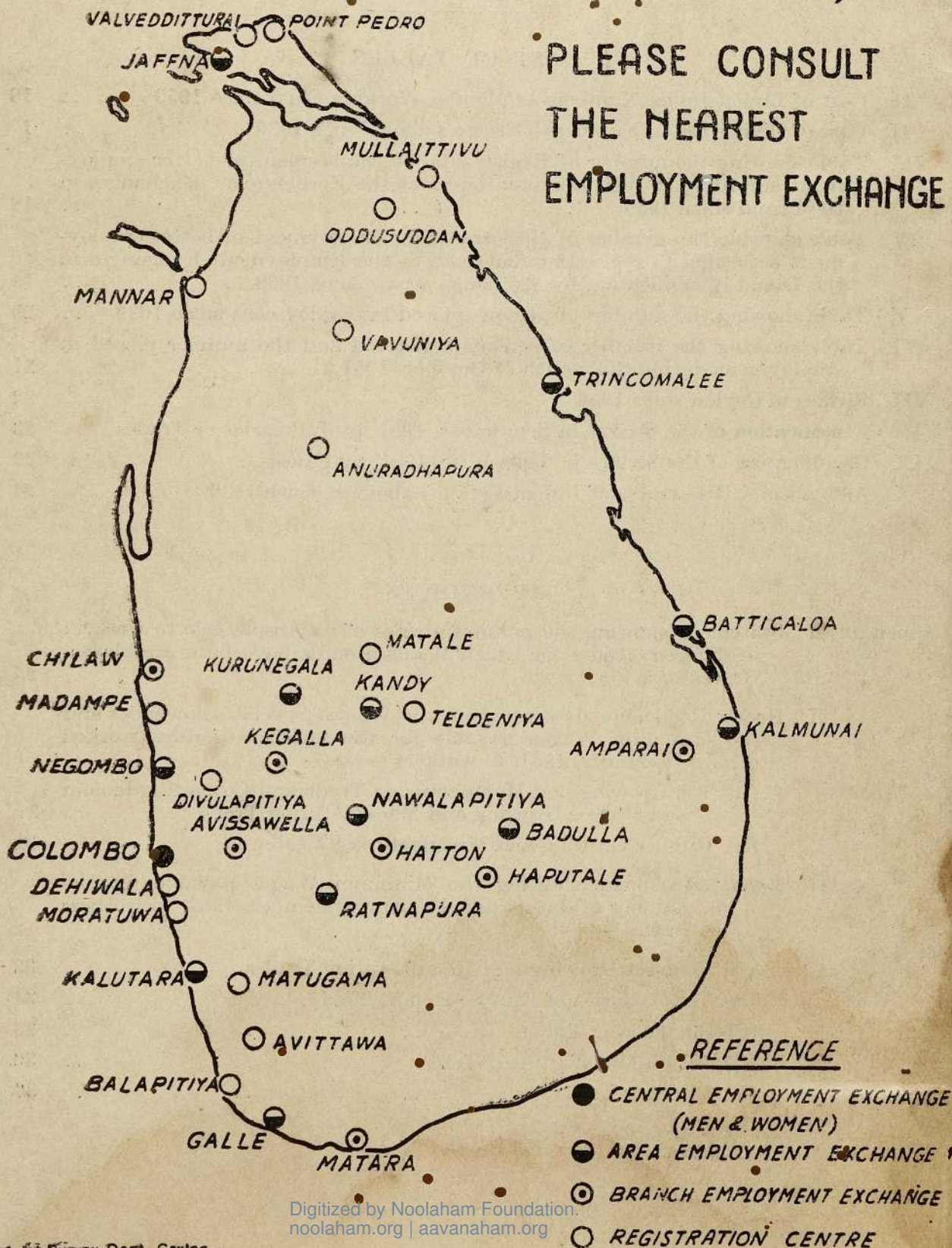
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CEYLON

LABOUR GAZETTE

Vol. II, No. 12

DECEMBER, 1951

CRÈCHES OR DAY NURSERIES FOR THE CHILDREN OF WORKING MOTHERS IN CEYLON

The Origin of Crèches

Day Nurseries are not a recent innovation. The first day nursery or crèche was established in France more than a century and a quarter ago. The Napoleonic wars had the effect in that country which World War No. 2 had in Britain. There was a shortage of man-power. Married women were absorbed into industry and the problem of the care of the children while the mothers were at work became acute. In the U. K. the records of the National Society of Children's Nurseries show that the Field Lane Day Nursery in Clerkenwell was founded in 1866. Liverpool which supplied the first Medical Officer of Health was also early in the day nursery field with the Adam Cliff Nursery in 1874.

Where Crèches are Necessary

The following sections of the community comprise the majority of those for whom there is need for the establishment of crèches, namely, mothers who go out to work, e.g. :—

- (a) mothers who must work to supplement the family income;
- (b) mothers whose husbands are disabled;
- (c) unmarried mothers;
- (d) working women who want to start a family without sacrificing their careers.

The need for crèches for the children of working mothers depends largely on the demand for female labour which was particularly accentuated in the last two world wars in the industrialized West. In Ceylon, however, as in most Asian countries, the demand for female labour is not so much dependent on man-power shortage as on the cheapness of female labour.

Legislation to compel employers to provide crèches in factories and workplaces may, therefore, not be desirable in this country as the demand for female labour or, at any rate, married women, will drop if such a measure is adopted. It is noteworthy that in Ceylon many working mothers do not wean their children until 18 months to two

years, and it is therefore desirable that crèche facilities should be provided at factories and other workplaces for children of working mothers under the age of two.

As regards estates, the problem is somewhat different, as many working mothers are resident on the estates. It will be necessary to have in these places crèches to cater for all children from 0-5 years of age.

The establishment and organization of crèches for working mothers have hitherto been recognized as a labour welfare problem, but in the context of the modern social welfare state the tendency is to look upon this as a general measure of community welfare. An important factor why day nurseries or crèches should be woven into the pattern of the general social welfare of the country is that there is another group of mothers who do not go out to work and for whom the need for crèches is great, namely, mothers who have no help in the home, viz. :—

- (a) those in chronic poor health;
- (b) those who have to arrange for the care of the toddler while they are having another baby;
- (c) mothers faced with an emergency such as serious illness ; and
- (d) those lacking domestic help.

Admission to Crèches

Children in day nurseries, i.e., those crèches which are provided in residential areas, and not in factories, are generally best divided into three sections, viz. :—

- (a) babies or infants 0-1 year;
- (b) " tweenies " 1 to 2 years; and
- (c) toddlers 2 to 5 years.

Accepting standard practice, it is suggested that accommodation should be provided in units up to 50 children divided into three sections as mentioned above—

- (a) infant section at 40 sq. ft. of floor space per infant ;
- (b) " tweenies " section at 25 sq. ft. of floor space per child ; and
- (c) toddlers section at 20 sq. ft. of floor space per child.

The general lay-out of the buildings, sanitary amenities and isolation rooms may best be based on the standards for day nurseries recommended by the Ministry of Health in association with the Ministry of Education for Day Nurseries in the U. K. Some authorities advise non-admittance of infants under six or nine months in an endeavour to safeguard the breast-feeding and motherly care of children at that vital age. In Ceylon, however, the majority of working mothers breast-feed their infants during this period and crèche accommodation for them at the work-places would therefore be necessary.

Organization and Administration

The crèches may best be run as far as possible through the agency of voluntary bodies and local authorities. The practice in the U. K. is to run these crèches through the local authorities with a central Government grant. Mothers are, however, charged a daily rate just to cover the cost of feeding as a working mother is considered to be in a position to pay at least for the feeding of the children and the other charges are met by the Central Government and the local authorities in varying proportions.

Health Measures

(a) *Regular Medical Examination.*—Provision should be made for the medical examination of young children and infants on admission to the nursery and at regular intervals. The Medical Officer visiting a crèche at regular intervals examines the children, advises the crèche leaders regarding medical and sanitary problems, and discusses matters pertaining to the welfare of the children. In view of the emphasis given to the health supervision in the crèche it is suggested that the activities of the Health Clinic should be combined with crèches wherever possible. Both Health Clinics and Milk-feeding Centres serve the needs of children between 1-5 years and it would therefore be desirable to co-ordinate their work as it would eliminate duplication and cut down administration costs.

(b) *Mental Health.*—The young infant in the cradle or cot is completely self-absorbed and is a little autocrat, but between this period and the school life the whole emotional and mental balance is built up. The kind of adult the child will be depends on the care and attention received during these formative years. The importance, therefore, of care in the choice of nursery staff is fundamental. The dominating, aggressive girl can do immense damage in a nursery, even more than the girl with a hasty and uncontrollable temper. The unsympathetic girl with little interest in children seldom seeks a post in a day nursery, or if she does, sooner than later has to find some other occupation. The most insidious danger comes from the possessive, pampering, indulgent nurse who is retained because of her obvious interest in the children. The best type of nurse is fond of children, is friendly and encouraging and enters fully into the life of her charges and co-operates with them and guides them on their way.

Technique and Care

For the successful administration of a day nursery every member of the staff must realize fully and at all times the danger of the spread of infection. That danger must never be forgotten and the routine of the nursery must be so devised that everything is done to remove the causes of infection. The visiting Doctor is not the most important agent in this work, for the Doctor visits only occasionally. The Nursery Assistants and the other staff must play their part consciously

and conscientiously towards this end. Washing facilities must be generous and each child must have a towel, face cloth, and toothbrush, and scrupulous care must be taken to ensure that each of these articles is kept separate. Each child should have a marked chamber. The standard of sanitary provision for the staff should be adequate, and constant water must not only be provided but must be provided in position sufficiently convenient to tempt nurses and attendants to wash their hands frequently. All children attending the nursery should be immunized against the commoner major communicable diseases.

Diet

Diets suitable for children in the three age groups according to the calorific needs of the particular group on a balanced basis is a necessary requirement. A child eats when hungry and for no other valid reason. It is useless therefore to try to make a child take more food by bribery, either material bribery or by expression of approval or disapproval. The meals should be carefully arranged to fit in with the routine of the nursery in such a way that the child comes to them with a keen appetite. To this end exercise and fresh air are essential, as well as energetic play in the early part of the morning. The child then comes indoors for a cool drink, and quiet play follows. A brief period before the actual service of the meal is desirable to enable the child to finish what is being done, go to the lavatory, wash the hands, and relax for a few minutes before actually sitting down to the meal. It is a mistake to serve large helpings. It is better for the child to finish a small portion and to ask for more. Children require a considerable amount of fluid in addition to their food, and a rough estimate of the body needs for children aged two to five years is $1\frac{1}{2}$ ounces per pound of body weight. More is necessary during the hot seasons.

Staff for the Nursery

It is essential that the matron should be adequately trained; for all new appointments a woman should be selected who has had definite training and experience in the care of healthy children. One Nursery Assistant for every 20 to 25 children will be needed. Domestic help should include an experienced cook with an adequate number of full-time or part-time workers to undertake the cleaning and some of the laundry work.

Premises and Equipment

The type of premises available are often rigidly circumscribed by local conditions and there is not much purpose in defining minutely the ideal of a day nursery. There are, however, certain important features which must be mentioned. The children should be surrounded by gay colours, artistic designs and mural decorations. Accommodation in a nursery should not normally be for more than 50 children. There must be suitable provision for receiving the

children and for keeping their clothes. Three wash-basins are required per 10 children and one water closet for every 6 children over 2 years of age in addition to bathing facilities. A milk larder with provision for the making of bottle feeds is also necessary. It is essential that there should be adequate provision for daily laundry and drying facilities and a separate boiler for napkins; and an isolation room with a window or door for observation by staff for children suspected of any infection should be provided. There should be adequate play rooms and dining rooms. The greatest advance in recent years has been the increasing recognition of the value of the simple principles of child health, greater use of the open air, effective measures against cross-infection, including better supervision of the work of the cook and the cleaners, the value of play and ample nutrition with foods of first-class protein content and the other needs of life. These principles which may sound a little commonplace are nevertheless important.

Contributed by :

DR. R. L. TIRUCHELVAM,
Deputy Director of Social Services.

STATISTICS OF THE MONTH IN BRIEF

Note.—The following is a summary of the principal statistics published this month. Further details will be found in the tables and appendices appearing in this issue :—

Cost of Living

The Colombo working class cost of living index number for November, 1951, was 284 as against 282 in October, 1951. The cost of living index number for estate labourers for November, 1951, was 294 as against 292 in October, 1951.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the employment exchanges as at the end of September and October, 1951, was as given below—

	<i>September,</i> <i>1951</i>	<i>October,</i> <i>1951</i>
Technical and clerical ..	5,718 ..	5,582
Skilled ..	8,268 ..	8,434
Semi-skilled ..	12,254 ..	12,544
Unskilled ..	27,381 ..	27,298
	<hr/> 53,621	<hr/> 53,858

The number of persons placed in employment during these two months is shown below—

	<i>September,</i> 1951	<i>October,</i> 1951
Technical and clerical ..	146 ..	185
Skilled ..	105 ..	151
Semi-skilled ..	149 ..	179
Unskilled ..	294 ..	347
	<hr/> 694	<hr/> 862

Strikes

There were altogether five strikes in the month of September, 1951, involving 299 workers and a loss of 1,168 man-days. Of these, two strikes were on estates involving 151 workers and a loss of 90 man-days. Of the remaining three strikes, one was in the Dock, Harbour and Port Transport Trade involving 50 workers and a loss of 50 man-days, one in the Local Government Services involving 89 workers and a loss of 974 man-days, and the last in an institution run by the State involving 9 workers and a loss of 54 man-days.

Arrivals and Departures of Indian Estate Labourers

In November, 1951, there was an excess of arrivals over departures of Indian estate labourers from the Island amounting to 37. Generally there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures.

Wage Rates

The minimum wages payable for the month of December, 1951, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied, will be the same as in the previous month.

NOTES OF CURRENT INTEREST

Proposed ILO Convention on Holidays with Pay for Rural Workers

According to a news report, the ILO has circulated for comments among its sixty-four member states a draft Convention on paid holidays in agriculture.

The subject was discussed at the 1951 Session of the International Labour Conference with a view to possible adoption of the Convention at the next Session in June, 1952. The draft Convention provides for "an annual holiday with pay after a period of continuous service with the same employer". The minimum duration of such holidays is left to national laws, regulations, collective agreements, arbitration awards, or other methods approved by the competent authority. It also provides, where appropriate, for more favourable treatment for young workers and apprentices.

The draft Convention is accompanied by a draft Recommendation, which would not require ratification by acceding powers, suggesting a minimum of one working week's holiday after a year of continuous service, a minimum of two working weeks for workers under sixteen years old, and a lengthening of holidays, where appropriate, in proportion to length of service.

ILO Conference on Women's Work

The ILO has decided to convene a meeting of experts on women's work from December 11 to 15, 1951. The meeting will consider problems relating to vocational training and the placing of women in employment and measures to facilitate the application of the principle of equal remuneration for men and women workers for work of equal value.

It is expected that eminent experts representing workers' organizations in Asian countries will be attending this meeting.

ILO Committee of Experts on Domestic Workers

The ILO Committee of Experts on the Status and Conditions of Employment of Domestic Workers, at its meeting held in Geneva in July, 1950, announced its agreement on "the desirability of providing for domestic workers protection of the kind now being provided for other workers".

According to the Report of this Committee, the Experts recognized that regulations of the standards of domestic employment must take into account "the special character of the employer-employee relationship inherent in domestic service, where employer and worker frequently share the same household and where mutual obligations of a special character must be recognized". This relationship and this obligation called for regulations which would allow for flexibility and which should be based upon mutual agreement between the employer and the worker.

The Experts have recommended that international regulations concerning domestic workers should be considered at an early session of the general conference of the ILO. They have suggested that this consideration be preceded by a special conference of Government, employer and specialists on the question. They have also made a number of detailed recommendations concerning the conditions of domestic employment including hours of work, rest and holidays, remuneration, maternity protection, health protection, board and lodging, contracts of employment, social security, vocational training, and home aid services.

Trade Union Registrations

The following new Unions were registered under the Trade Unions Ordinance (Cap. 116), in the month of November, 1951:—

- No. 442 .. Ceylon Audit Service Association.
- No. 443 .. All-Ceylon Food Production Overseers' Association.

- No. 444 .. D. I. Carpentry Workshop Monthly Paid Employees' Union.
- No. 445 .. Government Press Clerical Service Union.
- No. 446 .. Government Service Technical Assistants' Association.
- No. 447 .. Excise Inspectors' Association.
- No. 448 .. United Workers' Union of Ceylon.
- No. 449 .. Army Clerical Service Union.
- No. 450 .. Relief Scheme Works Drivers' Union.
- No. 451 .. All-Ceylon Toddy Renters' Association.
- No. 452 .. Government Steel Rolling Factory Workers' Union.
- No. 453 .. The Ceylon Estate Teachers' Union.
- No. 454 .. Land Development Supervisors' Union.
- No. 455 .. Government Temporary Stenographers' Association.

NOTES ON THE LAW RELATING TO WAGES AND WORKING CONDITIONS IN CEYLON

Wages and Conditions

The Wages Boards Ordinance provides for setting up of machinery for determining wages, hours of work and holidays in specific trades. The Ordinance itself limits the power of a wages board to determine a normal working day to a maximum period of nine hours inclusive of an interval of not less than an hour for a meal. Wages Boards may also specify a weekly holiday and annual holidays up to twenty-one per year. Seventeen Wages Boards are in operation covering the major industries and trades. All but three of these Boards have specified a weekly holiday and all but one have determined annual holidays in addition to determining minimum rates of wages. One Wages Board has fixed a maximum annual holiday period of twenty one days whilst the maxima in the other cases average from twelve to fourteen. The grant of holidays has been made conditional upon out-turn in the qualifying year.

This machinery has not been found suitable in agriculture except in the case of the plantations industries. Other agricultural workers are dependent on contractual bargaining and/or custom for fixation of their terms and conditions of employment.

As far as employees in shops are concerned no machinery exists for determination of wages. Other working conditions are governed by the Shops Act (1938). This act provides for a weekly maximum working period of forty-five hours subject to a daily maximum of eight hours. The eight working hours each day must be a continuous (exclusive of meal and rest intervals) period except in specified trades where a maximum spread-over of twelve hours is permitted. Regulations restrict overtime work to a maximum of twelve hours per week. No child (that is a person under fourteen years of age)

may be employed. Women and young persons of fourteen to eighteen years of age may only be employed between 6 a.m. and 6 p.m. except that women may be employed in hotels or restaurants up to 10 p.m. The maximum working hours have, however been fixed at nine inclusive of intervals and no overtime in excess of this period is permitted. Female employees must be provided with seats for use when they are not actually serving customers. The Ordinance provides for the grant of one and a half days as holidays each week to all employees and annual holidays of one week which is compulsory and must be taken at a stretch and fourteen casual holidays which may be taken for sickness or other reasons. To qualify for annual holidays an employee should have twelve months service under the employer. A schedule to the Ordinance prescribes the duration of and times at which meal intervals should be allowed and also for a half hour's rest after each continuous period of four hours of work.

The Shops Ordinance also contains provisions relating to lighting and ventilation, sanitary convenience, washing facilities, meal rooms and prohibition of residence in shops. These are, however, not being enforced at present due to difficulties arising out of the housing shortage.

In other mercantile establishments such as the Offices of Import and Export Agents, Brokers, Accountants, Clerical Establishments of Engineering Firms, etc: conditions have not been prescribed by legislation. During the war a number of awards were given under emergency legislation. These awards have no effect any longer but the majority of the bigger establishments still work on the basis of these awards. In addition to providing for salary scales these awards also laid down leave conditions which on an average amount to fourteen days holiday and fourteen days sick leave each year. A number of the awards also made provision for pension schemes or provident funds and the firms which commenced these funds in consequence of these awards still continue them. As far as the banks are concerned terms and conditions are governed by an award made by a Board of Conciliation under the Industrial Disputes Act, 1931. In effect its terms are similar to the awards referred to immediately above. The new Industrial Act has come into force under which it will be possible to register a number of these awards on the basis of "Industrial Agreement" thereby giving them legal effect.

Maternity Benefits

Employers of women in Shops, Factories, Mines and Estates in which ten or more persons are employed are obliged to pay maternity benefits to such women who may give birth to children subject to their being qualified under the provisions of the Ordinance. To qualify for benefits a woman worker should have worked for hundred and fifty days in the twelve months immediately preceding her confinement under the employer from whom she claims such benefits. A woman expecting to be confined may give notice of expected confinement to her employer and she must thereafter be permitted to absent herself for four weeks before and four weeks after her

confinement. There is a total prohibition on the knowing employment of a woman in the four weeks immediately following her confinement.

A woman who has qualified is entitled to payment of benefit at the prescribed rate for two weeks before (or such part during which she does not work) and four weeks after her confinement. The present prescribed rate is Re. 1 per day—providing for a maximum payment of Rs. 42 payable in three instalments.

On estates, employers may subject to authorization by the Commissioner of Labour, provide their workers with alternative maternity benefits. These are:—

- (a) The use for a period of not less than ten days of a maternity ward or lying-in-room approved by the Commissioner of Labour;
- (b) The services of a qualified mid-wife at the confinement;
- (c) Food during the period the woman remains in the ward;
- (d) A payment in cash at prescribed rates for two weeks before and four weeks following her confinement. The present cash payment is Rs. 4 per week.

When alternative maternity benefits are provided resident women workers are obliged to accept these. Non-resident women workers may, however, elect to accept either the ordinary benefits or the alternative benefits.

Provision exists in the Ordinance to check evasion of liability by means of dismissal of the worker.

Employment of Women, Young Persons and Children

Provisions regarding the employment of women, young persons and children are to be found in a number of enactments and these can be considered under the following heads:—

- (1) Age of admission to employment;
- (2) Hours of work and holidays;
- (3) Night work;
- (4) Dangerous Occupations.

1. The Employment of Women, Young Persons and Children Ordinance of 1923 prohibits the employment of children under 14 years of age in industrial undertaking, and on maritime vessels. The Mines and Machinery Ordinance prohibits the employment of persons under 15 years in pits in plumbago mines, and of persons under 18 in certain dangerous occupations in factories and mines. Under the Factories Ordinance, young persons under sixteen can be employed in factories only on the strength of medical certificates of fitness to work. Under the Mines Quarries and Minerals Ordinance of 1947, an absolute restriction is imposed in respect of underground work in mines for all persons under 16 years and females irrespective of age. From 16-18 years, a young person may be employed on the basis of a medical certificate. Special provision regarding estates was made in the Minimum Wages (Indian Labour) Ordinance of 1927 which fixed the minimum age for admission of employment on estates at 10 years.

The minimum age for (admission of) employment at sea was fixed at 14 years by the Employment of Women, Children and Young Persons Ordinance 1923.

Persons below 18 years may be employed only on the basis of a medical certificate of fitness for work. The Children and Young Persons Ordinance No. 48 of 1939, which is not yet in force, fixes the minimum age of employment at 12 years for all occupations. A lower age limit for the employment of children by their parents or guardians in light agricultural or horticultural work may be fixed by regulation.

2. Under the Factories Ordinance, the maximum hours of work in factories for women and young persons is limited to nine a day (including an hour's rest for meals) and 48 hours a week. After $4\frac{1}{2}$ hours continuous employment, a rest interval of half-an-hour, must be given. The period of actual work and the spread over of employment on any day should not exceed ten and twelve hours respectively. The Mines Quarries and Minerals Ordinance limits the employment of young persons in underground work to eight hours a day, including one hour for rest and meals and forty-four hours during any consecutive six days. Provision exists in the Children and Young Persons Ordinance of 1939 for regulation of the hours of work, rest periods, holidays, etc: of children and young persons within the limits set by the Ordinance itself.

3. Under the Employment of Women, Young Persons and Children Ordinance of 1923, and the Employment of Women Ordinance No. 16 of 1940, the night work in industrial undertakings of persons under fourteen years, and of women other than those holding managerial positions is prohibited for a period of 11 consecutive hours, including the period 10 p.m. to 5 a.m. Under the Factories Ordinance, the prohibition against the employment of women and young persons in factories covers the period 8 p.m.-6 a.m. except for young persons under 16 years for whom the evening limit is 6 p.m. The Children and Young Persons Ordinance of 1939 generally prohibits employment of children under 14 years between 8 p.m. and 6 a.m. The Mines, Quarries and Minerals Ordinance prohibits young persons under 18 being employed in any mine during the night.

4. Provision exists in the Factories Ordinance 1942 and in the Children and Young Persons Ordinance prohibiting the employment of women and young persons in dangerous occupations.

Workmen's Compensation

The Workmen's Compensation Ordinance Chapter 117 imposes a liability on the employer to pay compensation in the event of disability or death being caused to his workmen by accident arising out of and in the course of his employment. Similar liability has been imposed in respect of certain specified occupational diseases. The Ordinance is restricted in its application to categories of workers specified in the Schedule to the Ordinance.

HOW MUCH EMPHASIS SHOULD BE LAID ON TECHNICAL EDUCATION ?

The extent to which pure technical education is to be promoted has been recently engaging the attention of the authorities in the U. K. arising out of a statement on the Government policy for higher technical education and from pronouncements at about the same time by eminent educationists.

The British Government has decided to accept in principle the recommendations of the National Advisory Council on Education for Industry and Commerce, but the country's present financial straits limit that expansion of technology within the university field which the Government believes to be necessary. As a provisional arrangement, however, the University Grants Committee is examining how far expansion for the purpose might be effected in one or two places. The possibility of establishing a technological university to cater for at least 2,000 to 3,000 students, either by setting up an entirely new foundation or by a large expansion of some existing institution, has not been overlooked. But, as both these schemes would be expensive in the present state of the finances of the country the proposal is to arrange for the establishment of a College of Technologists with responsibility for the granting of awards of associateship, &c., designed in the main to encourage Technical College students to take appropriate courses in higher technology but without any responsibility other than the granting of these awards and the approval of courses for the purpose.

It is interesting to compare the statement of Government policy referred to above with an address given at about the same time in London by Dr. Daniel Marsh, President of Boston University. Describing education as pretty nearly the national religion of the English-speaking countries he said that by education he meant not the accumulation of factual knowledge but the application of factual knowledge to life. In the light of modern psychological research education is now thought to be the leading out of the whole intellect into a rightly integrated and efficient personality, at home in the world where it must abide. Dr. Marsh called this "full-orbed education".

'You cannot manage an office without social efficiency' he continued, 'and you cannot have social efficiency without the possession of certain traits of character—unselfishness, freedom from jealousy and revenge and envy, a desire to co-operate, a sense of honour, a sense of reliability and love, courage, optimism and enthusiasm. The person with a full-orbed education has learned enough to be at home with his fellows. Not only that, he is at home with himself. There is nothing more pathetic than the man who is never comfortably at home with himself. He resorts to all sorts of things to find happiness, forgetting that happiness comes from within. Some men are not comfortably at home with themselves because they are immature. A man can be physically grown up and even be intellectually mature and yet be emotionally immature. He acts childishly, whines and pouts if he does not get his own way.'

'The person with a full-orbed education has skill and training enough to make his living in this world; has acquired a certain measure of social efficiency and discipline, and is emotionally mature.

'In the world of thought he will also be at home. He will not be afraid; not only of the pestilence that walketh in darkness and the destruction that closeth at noon-day. He will not be afraid to test his faith against any light. He will not be afraid to submit his sacred book to critical eyes. He will not be afraid to have his theories held up against the light. He is at home in the world. He can express himself with accuracy and precision in his mother tongue. He has a wide use of terms. He is at home in the world of thought. He is open minded.'

It is interesting in this connection to refer to the view of Sir Arthur Fleming, Director of Metro-Vick Ltd., which he put forward at a recent meeting of the British Association. He stated that personal qualities remain more important than technical knowledge and added that he knew companies which were seeking trainees from the public schools because, while technical knowledge can be imparted, personal qualities are formed before the young men reach industry. It must be remembered that Sir Arthur was one of the first to engage, on any considerable scale, university graduates for employment in commerce and industry and therefore he was in a position to speak with authority.

NOTICE

I HAVE to bring to the notice of subscribers to, and advertisers in the *Ceylon Labour Gazette* that, owing to shortage of paper, the size of the *Gazette* has had to be reduced from the last issue.

THE EDITOR.

**TABLE I—COST OF LIVING INDEX NUMBERS—COLOMBO
WORKING CLASS**

Base: November, 1938-April, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov., 1938-Apr., 1939 = 100)

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

1939	112	102	97	112	104	108
1940	115	103	97	128	111	112
1941	129	108	96	153	116	122
1942	183	171	93	194	144	162

Index
Number
Nov., 1942
= 100

Base: November, 1942 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights*	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	103	94	105	138	118	197
1944	102	94	105	156	127	200
1945	110	94	112	165	158	221
1946	113	111	124	180	155	229
1947	126	121	136	213	157	252
1948	138	101	148	189	157	260
1949	144	97	129	156	148	258
1950	154	102	129	155	154	272
January	155	96	129	152	151	271
February	154	97	129	150	155	271
March	151	95	129	149	151	266
April	150	96	129	151	154	266
May	151	95	129	151	153	266
June	154	96	129	151	154	271
July	155	96	129	153	155	272
August	156	97	129	151	158	274
September	162	106	129	155	158	283
October	158	113	129	158	155	279
November	155	116	129	166	154	277
December	151	115	129	175	152	273
1951—						
January	157	113	129	177	155	281
February	159	111	129	184	154	284
March	157	113	129	195	156	284
April	156	113	129	196	158	283
May	155	116	129	198	161	283
June	155	113	129	199	162	284
July	152	112	129	201	162	281
August	152	113	129	196	161	279
September	151	109	129	197	169	279
October	152	111	129	207	155	282
November	154	109	129	210	158	284

* With effect from November 1951, the Group weights have been changed as follows.—
Food 64.24 Fuel & Light 7.32 Rent 7.13 Clothing 8.86 Miscellaneous 12.45.

**TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE
LABOUR**

Base: July-September, 1939=100
GROUPS OF HOUSEHOLD EXPENDITURE

<i>Year</i>	<i>Food</i>	<i>Clothing</i>	<i>Fuel and Light</i>	<i>Miscel- laneous</i>	<i>Final Index Number</i>	
<i>Group weights</i>	64	12	8	16		
INDEX NUMBERS					<i>(July-Sept., 1939 = 100)</i>	
<i>Base : July-September, 1939 = 100</i>						
1939	100	100	100	100	100	100
1940	106	113	107	105	107	107
1941	119	126	103	115	119	119
1942	160	139	117	135	154	154
<i>Base : October, 1942 = 100</i>					<i>Index Number October, 1942 = 100</i>	
<i>Group weights</i>	701	119	14	166		
1943	108	149	104	116	115	199
1944	110	202	105	114	122	211
1945	115	196	104	137	128	222
1946	118	214	106	131	131	228
1947	124	220	112	139	138	239
1948	142	224	112	128	149	259
1949	154	182	111	126	152	264
1950	164	162	108	134	158	274
January	165	160	108	127	157	273
February	163	155	108	134	160	277
March	166	155	108	135	159	275
April	166	157	108	134	159	275
May	161	158	108	134	155	269
June	162	162	108	132	156	271
July	162	164	108	135	158	272
August	164	164	108	142	160	277
September	166	163	108	138	160	278
October	163	165	108	134	158	273
November	164	166	108	133	158	274
December	158	170	108	134	155	268
1951—						
January	161	172	108	134	157	272
February	172	181	108	137	166	288
March	174	185	108	134	168	291
April	173	194	108	137	169	292
May	168	202	108	135	166	287
June	163	217	108	136	164	285
July	161	230	108	141	165	286
August	158	225	108	151	164	285
September	158	222	108	162	166	287
October	159	243	108	161	169	292
November	164	244	108	145	170	294

TABLE III

Table showing the number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island

Years	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,053
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950 January	5,484	11,896	13,794	39,104	70,278
February	5,633	11,685	13,789	39,030	70,137
March	5,676	11,728	13,779	39,348	70,531
April	5,528	11,523	13,289	38,231	68,571
May	5,427	11,564	13,403	38,292	68,686
June	5,427	11,285	13,051	37,987	67,750
July	5,433	11,152	13,274	37,643	67,502
August	5,500	11,364	13,427	37,806	68,097
September	5,601	11,251	13,655	37,622	68,129
October	5,788	11,292	13,938	37,661	68,679
November	5,656	11,053	14,195	37,276	68,140
December	5,627	10,525	13,523	35,447	65,122
1951 January	6,072	10,421	13,439	34,568	64,500
February	6,330	10,300	13,384	33,729	63,743
March	6,288	9,753	13,191	31,721	60,953
April	6,077	9,215	12,757	30,485	58,534
May	5,669	8,768	12,151	29,428	56,016
June	5,573	8,505	12,179	28,742	54,999
July	5,652	8,421	12,448	27,989	54,510
August	5,806	8,348	12,398	27,906	54,458
September	5,718	8,268	12,254	27,381	53,621
October	5,582	8,434	12,544	27,298	53,858

* Up to 1944 there was only 1 Employment Exchange in Colombo. In 1945 Exchanges were opened in all the principal towns of the Island.

TABLE IV

Table showing the number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges

Classification by Exchange Areas

Years	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Ballicatota	Katunai	Trincomalee	Anuradhapura	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	36,544†
1947	21,589	2,289	1,643	2,183	4,955	564	430	481	170	490	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,925	4,577	1,066	851	1,526	607	704	1,189	—	283	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	—	764	—	70,378
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	—	612	—	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	—	567	—	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	—	623	—	68,571
May	41,098	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	1,414	—	467	—	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	—	500	—	67,750
Jul.	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	—	417	—	67,502
Aug.	48,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	—	464	—	68,097
Sept.	44,025	4,214	3,802	6,294	2,848	964	936	1,908	576	929	1,144	—	439	—	68,129
Oct.	44,675	4,067	3,916	6,294	2,955	959	942	1,768	530	1,032	1,109	—	432	—	68,679
Nov.	44,032	3,969	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	—	350	—	68,140
Dec.	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	930	—	348	—	65,122
1951 Jan.	41,634	3,756	3,236	5,992	2,718	949	1,142	2,059	565	1,011	1,050	—	388	—	64,500
Feb.	41,380	3,855	3,135	5,609	2,660	863	1,102	2,086	576	996	543	567	371	—	63,743
Mar.	39,668	3,669	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	537	350	—	60,953
Apr.	38,483	3,647	2,728	4,876	2,017	784	1,085	2,020	490	962	442	677	323	—	58,534
May	37,026	3,503	2,572	4,644	1,925	626	1,039	1,758	475	837	345	952	314	—	56,016
June	35,964	3,438	2,619	4,689	1,926	607	1,067	1,706	492	850	304	1008	329	—	54,999
July	35,673	3,524	2,702	4,791	2,018	461	1,118	1,704	513	790	326	524	366	—	54,510
Aug.	35,323	3,506	2,849	4,986	1,917	467	915	1,487	576	759	359	690	344	284	54,458
Sept.	34,650	3,384	2,855	4,820	1,957	490	885	1,551	571	718	375	675	331	359	53,621
Oct.	34,628	3,567	2,920	4,515	2,037	527	868	1,628	588	771	404	716	311	378	53,858

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avissawella, and 555 at Veyangoda.

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avissawella. (These Exchanges functioned only during 1945 and 1946.)

TABLE V

Table showing the number of Persons placed in employment since 1939

Year		Technical and Clerical	Skilled	Semi- Skilled	Unskilled	Total
1939	.. — ..	—	—	—	—	2,583
1940	.. — ..	—	—	—	—	5,089
1941	.. — ..	—	—	—	—	9,071
1942	.. — ..	—	—	—	—	8,129
1943	.. — ..	—	—	—	—	4,170
1944	.. — ..	—	—	—	—	1,875
1945	.. — ..	369	1,104	411	2,653	4,537
1946	.. — ..	1,303	3,012	1,341	10,130	15,786
1947	.. — ..	915	1,417	911	4,161	7,404
1948	.. — ..	1,355	1,563	1,311	6,118	10,347
1949	.. — ..	1,807	1,616	1,767	9,590	14,780
1950	.. — ..	2,059	1,509	1,438	5,773	10,779
1950	.. January ..	114	136	125	442	817
	.. February ..	86	135	107	521	849
	.. March ..	165	174	124	449	912
	.. April ..	91	80	72	269	512
	.. May ..	134	108	90	511	873
	.. June ..	166	131	189	449	935
	.. July ..	97	120	136	426	779
	.. August ..	222	122	91	774	1,209
	.. September ..	282	179	131	540	1,132
	.. October ..	279	195	114	568	1,156
	.. November ..	304	69	152	399	924
	.. December ..	119	60	107	395	681
1951	.. January ..	157	88	115	339	699
	.. February ..	170	60	170	353	753
	.. March ..	118	103	128	270	619
	.. April ..	190	111	157	329	787
	.. May ..	264	89	151	375	879
	.. June ..	149	220	157	1,008	1,534
	.. July ..	219	190	145	509	1,063
	.. August ..	142	123	152	658	1,075
	.. September ..	146	105	149	294	694
	.. October ..	185	151	179	347	862

TABLE VI

Table showing the number of Persons Registered and the number placed in employment during the Month of October, 1951

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	271	85	486	111	581	65	1,305	162	2,643	423
Negombo	52	1	115	1	153	9	286	19	606	30
Kalutara	52	2	54	—	155	1	140	43	401	46
Galle	81	6	66	4	111	1	244	26	502	37
Kandy	91	24	153	—	243	12	328	6	815	43
Nawalapitiya	9	—	28	—	26	—	116	1	179	1
Kurunegala	33	9	7	1	52	6	45	14	137	30
Jaffna	63	3	22	1	87	5	63	2	235	11
Ratnapura	16	2	6	—	37	—	32	—	91	2
Badulla	26	9	23	1	117	17	68	21	243	48
Batticaloa	8	11	21	1	18	7	41	5	88	24
Kalmunai	20	5	105	27	66	3	210	43	401	78
Trincomalee	13	1	17	—	14	1	18	2	62	4
Anuradhapura	11	2	9	—	34	1	19	2	73	5
Women's	74	25	42	3	62	51	89	1	267	80
Total	820	185	1,154	151	1,756	179	3,004	347	6,734	862

TABLE VII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732†	do.	3	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31§	4,550	4,359
1944	26	3,648	4,048‡	66*	12,309	25,937
1945	28	3,514	4,285	53	23,875	153,388½
1946	37	15,259	31,830‡	69	39,237	250,366
1947	53	11,849	199,457	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	81	22,684	83,853	23	5,471	22,617
1950 January	13	1,995	8,980	2	25	25
February	5	685	1,164	4	790	960
March	3	705	874	4	288	2,377
April	1	103	390	3	459	380
May	9	1,798	3,468	5	1,513	1,333
June	7	1,312	3,087	5	1,739	7,560
July	8	3,155	4,861	Nil	Nil	Nil
August	2	279	529	1	50	75
September	11	1,784	2,203	2	335	173
October	5	5,979||	6,322||	—	—	—
November	8	2,229	6,755	Nil	Nil	Nil
December	9	2,660	44,720	—	—	—
1951 January	5	2,246	20,455	3	223	1,182
February	6	2,058	10,909	3	614	1,696
March	8	1,199	3,895	5	2,218*	274*
April	4	1,123	5,621	6	536	4,678
May	8	1,325	2,335	—	—	—
June	5	380	675	4	49	89
July	5	503	2,606	1	564	546
August	6	770	488	1	150	150
September	2	151	90	5	148	1,078

* These figures do not include information in respect of one strike. They will be amended to include this information when available.

† Number of workers involved in one strike is not available.

‡ Number of workers involved and man-days lost in respect of one strike are not available.

§ Number of man-days lost in one strike is not available.

|| Includes a one-day token strike on some estates in the Bogawantalawa area.

Note.—The number of strikes shown against each month relate to the number of strikes that ended during the month.

TABLE VIII—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 1951, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
Plantations—Tea	1	126	71	
Rubber	1	25	19	
Tea-cum-Rubber	—	—	—	
Coconut	—	—	—	
Coconut-cum-Rubber	—	—	—	
Total	2	151	90	
Engineering	—	—	—	
Printing	—	—	—	
Motor Transport	—	—	—	
Tea Export	—	—	—	
Rubber Export	—	—	—	
Coconut Manufacturing	—	—	—	
Toddy, Arrack and Vinegar	—	—	—	
Match Manufacturing	—	—	—	
Plumbago	—	—	—	
Cinema	—	—	—	
Dock, Harbour and Port Transport	1	50	50	
Building Trade	—	—	—	
Local Government Services	1	89	974	
Service Institutions	—	—	—	
Factories, Workshops, &c., run by the State	1	9	54	
Textile	—	—	—	
Relief Schemes	—	—	—	
Wholesale and Retail Distribution	—	—	—	
Aerated Waters and Ice Manufacturing	—	—	—	
Beedi Manufacturing	—	—	—	
Total	3	148	1,078	
Grand Total	5	299	1,168	

TABLE IX—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 1951, BY CAUSES

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way.				
Failure to provide work	—	1	—	9
2. Wage increases. Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	1	2	25	139
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	1	—	126	—
8. External matters, e.g., arrest by Police, immorality, &c.	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	—	—	—	—
11. Sympathetic strikes	—	—	—	—
Total	2	3	151	148

**TABLE X—ARRIVALS AND DEPARTURES OF INDIAN
ESTATE LABOURERS**

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- tion on Govt. account	Left Ceylon Un- assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,338	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1950 January	1,146	72	1,218	29	4,205	4,234	—	3,016
February	1,854	96	1,950	41	6,402	6,443	—	4,493
March	4,424	94	4,518	44	6,980	7,024	—	2,506
April	4,548	74	4,622	15	6,713	6,728	—	2,106
May	5,893	75	5,968	22	8,439	8,461	—	2,493
June	7,668	113	7,781	29	5,565	5,594	2,187	—
July	6,684	161	6,845	15	3,350	3,365	3,480	—
August	4,332	224	4,556	29	4,042	4,071	485	—
September	4,354	251	4,605	11	3,321	3,332	1,273	—
October	3,759	127	3,886	2	2,278	2,280	1,606	—
November	2,439	110	2,549	16	1,937	1,953	596	—
December	2,284	128	2,412	14	2,128	2,142	270	—
1951 January	1,745	85	1,830	12	4,123	4,135	—	2,305
February	2,732	73	2,805	2	6,303	6,305	—	3,500
March	4,286	86	4,372	9	6,719	6,728	—	2,356
April	6,108	85	6,193	5	6,126	6,131	62	—
May	5,827	103	5,930	13	8,690	8,703	—	2,773
June	6,756	140	6,896	11	5,536	5,547	1,349	—
July	6,643	160	6,803	13	3,531	3,544	3,259	—
August	4,295	205	4,500	34	4,740	4,774	—	274
September	4,507	170	4,677	4	4,141	4,145	532	—
October	4,485	130	4,615	37	2,746	2,783	1,832	—
November	3,000	171	3,171	39	3,095	3,134	37	—

APPENDIX I

Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established

Month: December, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 12	2 22
Female worker not under 15 years ..	0 90	0 84	1 74
Child worker ..	0 65	0 77	1 42
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 12	2 22
Female worker not under 15 years ..	0 90	0 84	1 74
Child worker ..	0 65	0 77	1 42
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 30	1 12	2 42
Female worker not under 15 years ..	1 20	0 84	2 4
Child worker ..	0 95	0 77	1 72
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and			
The manufacture of copra—			
Kangany ..	0 90	1 12	2 2
Male not under 18 years ..	0 75	1 12	1 87
Female not under 18 years ..	0 60	0 84	1 44
Worker under 18 years ..	0 50	0 77	1 27
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut;			
The manufacture of coconut oil; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	1 30	2 74
Male not under 18 years ..	1 24	1 30	2 54
Female not under 18 years ..	1 0	0 97	1 97
Worker under 18 years ..	0 75	0 90	1 65
Outside the Colombo area—			
Kangany ..	1 20	1 30	2 50
Male not under 18 years ..	1 0	1 30	2 30
Female not under 18 years ..	0 80	0 97	1 77
Worker under 18 years ..	0 60	0 90	1 50
“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24	1 30	2 54
Semi-skilled, Grade I ..	1 44	1 40	2 84
Semi-skilled, Grade II ..	1 28	1 40	2 68
Skilled worker ..	1 80	1 40	3 20
Kangany ..	1 60	1 40	3 0
Watcher ..	1 50	1 40	2 90

Month: December, 1951.

Class of Worker

*Basic
Wage
Rs. c.*

*Special
Allowance
Rs. c.*

*Total
Rs. c.*

Engineering Trade (contd.)

Trade Learners and Apprentices.

1st year	..	..	..	0 40	..	0 42	..	0 82
2nd year	..	..	..	0 56	..	0 52	..	1 8
3rd year	..	..	..	0 72	..	0 79	..	1 51
4th year	..	..	..	0 96	..	0 94	..	1 90

Printing Trade.

Monthly Rates.

Class A worker	..	..	..	100 0	..	77 0	..	177 0
B "	..	..	..	75 0	..	59 0	..	134 0
C "	..	..	..	50 0	..	50 0	..	100 0
D "	..	..	..	40 0	..	41 0	..	81 0
E "	..	..	..	37 50	..	38 79	..	76 29
F "	..	..	..	18 0	..	21 20	..	39 20
G "	..	..	..	40 0	..	41 0	..	81 0
Class A 1st year learner	..	..	..	30 0	..	24 10	..	54 10
B "	..	..	..	22 50	..	18 70	..	41 20
C "	..	..	..	20 0	..	20 50	..	40 50
D "	..	..	..	16 0	..	16 90	..	32 90
Class A 2nd year learner	..	..	..	40 0	..	31 80	..	71 80
B "	..	..	..	37 50	..	30 0	..	67 50
C "	..	..	..	25 0	..	25 42	..	50 42
D "	..	..	..	20 0	..	21 0	..	41 0
Class A 3rd year learner	..	..	..	50 0	..	39 50	..	89 50
B "	..	..	..	45 0	..	35 90	..	80 90
C "	..	..	..	30 0	..	30 50	..	60 50
D "	..	..	..	24 0	..	25 10	..	49 10
Class A 4th year learner	..	..	..	65 0	..	50 80	..	115 80
B "	..	..	..	56 25	..	44 42	..	100 67
C "	..	..	..	37 50	..	37 79	..	75 29
D "	..	..	..	30 0	..	31 0	..	61 0
Class A 5th year learner	..	..	..	80 0	..	62 60	..	142 60

Cigar Trade.

A piece rate of Rs. 4.60 has been fixed for every 1,000 cigars rolled.

Plumbago Trade.

Daily Rates.

Underground workers—

Basses	..	..	..	2 75	..	1 12	..	3 87
Kanganies	}	..	..	2 25	..	1 12	..	3 37
Loaders		..	..	2 25	..	1 12	..	3 37
Overseers		..	..	2 8	..	1 12	..	3 20
Shift bosses	..	..	..	2 8	..	1 12	..	3 20
Blasters	}	..	..	2 0	..	1 12	..	3 12
Drillers (hand and machine)		..	..	2 0	..	1 12	..	3 12
Shaft drivers		..	..	2 0	..	1 12	..	3 12
Stoppers (excavators)		..	..	2 0	..	1 12	..	3 12
Timber men	}	..	..	1 50	..	1 12	..	2 62
Muckers		..	..	1 50	..	1 12	..	2 62
Trolley men		..	..	1 50	..	1 12	..	2 62
Unskilled labourers	..	..	..	1 50	..	1 12	..	2 62
Onsetters or Donakatarayas	..	..	..	2 25	..	1 12	..	3 37

Underground and surface workers—

Electricians	}	..	..	2 50	..	1 12	..	3 62
Enginemen		..	..	2 50	..	1 12	..	3 62
Fitters		..	..	2 50	..	1 12	..	3 62
Hoistmen		..	..	2 50	..	1 12	..	3 62
Mechanics		..	..	2 50	..	1 12	..	3 62
Pumpmen		..	..	2 50	..	1 12	..	3 62
Winchmen	..	..	..	2 25	..	1 12	..	3 37
Checkers	..	..	..	2 25	..	1 12	..	3 37

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Plumbago Trade (contd.)			
Underground and surface workers— <i>contd.</i>			
Electricians (assistants)	.. 1 50	.. 1 12	.. 2 62
Fitters (assistants)			
Windlassmen (dabare workers)			
Mechanics (Assistants)			
Surface workers—			
Carpenters	.. 2 50	.. 1 12	.. 3 62
Masons			
Overseers	.. 2 25	.. 1 12	.. 3 37
Blacksmiths	.. 2 0	.. 1 12	.. 3 12
Boilermen			
Drill sharpeners			
Firewood carriers and splitters	.. 1 60	.. 1 12	.. 2 72
Carters	.. 1 50	.. 1 12	.. 2 62
Watchers			
Bakkikarayas or Banksmen	.. 2 0	.. 1 12	.. 3 12
Cooks	.. 1 24	.. 1 12	.. 2 36
Smithy boys			
Unskilled labourers			

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 77 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 32 .. 3 32

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 32 .. 2 57
 Female worker not under 18 years .. 1 0 .. 1 4 .. 2 4
 Worker under 18 years .. 0 50 .. 0 97 .. 1 47

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 32 .. 2 32
 Female worker not under 18 years .. 0 84 .. 1 4 .. 1 88
 Worker under 18 years .. 0 40 .. 0 97 .. 1 37

‘Colombo area’ includes any place within 5 miles of the Municipal limits of Colombo.

Tea Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 30 .. 2 54
 (b) Intermediate Grade .. 1 40 .. 1 40 .. 2 80
 (c) Grade I .. 1 60 .. 1 40 .. 3 0
 (d) Box makers and repairers .. 1 40 .. 1 40 .. 2 80
 (e) Watchers .. 1 50 .. 1 40 .. 2 90

B. Female workers not under 18 years .. 1 0 .. 1 18 .. 2 18

C. Workers over 14 years but under 15 years .. 0 60 .. 0 82 .. 1 42
 „ 15 „ 16 „ .. 0 70 .. 0 87 .. 1 57
 „ 16 „ 17 „ .. 0 80 .. 0 92 .. 1 72
 „ 17 „ 18 „ .. 1 0 .. 1 2 .. 2 2

Class of Worker

Basic Wage
Rs. c.
Special Allowance
Rs. c.
Total
Rs. c.

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II	1 24	1 30	2 54
(b) Intermediate Grade	1 40	1 40	2 80
(c) Grade I	1 60	1 40	3 00
(d) Watchers	1 50	1 40	2 90

B. Female workers not under 18 years	1 0	1 18	2 18
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C. Workers over 14 years but under 15 years	0 60	0 82	1 42
" 15 " 16 " 	0 70	0 87	1 57
" 16 " 17 " 	0 80	0 92	1 72
" 17 " 18 " 	1 00	1 20	2 20

Toddy, Arrack and Vinegar Trade.

Monthly Rates.

Tope kangany	100 0	—	100 0
Toddy tavern watcher	50 0	—	50 0
Tope watcher	40 0	—	40 0
Collecting station manager	60 0	—	60 0
Selling toddy at tavern	60 0	—	60 0
Selling arrack at tavern	60 0	—	60 0
Preparing spadices for tapping	45 0	—	45 0
Collecting toddy from trees in the toddy section of the trade	70 0	—	70 0
Collecting toddy from trees in the arrack section of the trade	35 0	—	35 0
Distilling toddy at distillery	60 0	—	60 0

Daily Rates.

Unskilled labourers—

Male workers not under 16 years	1 70	—	1 70
Male workers under 16 years	1 13	—	1 13
Female worker not under 16 years	1 30	—	1 30
Female worker under 16 years	0 87	—	0 87

Piece rates have been fixed for certain processes.

Motor Transport Trade.

Monthly Rates.

Class A worker	100 0	41 0	141 0
B	90 0	41 0	131 0
C	85 0	38 50	123 50
D	100 0	41 0	141 0
E	70 0	36 0	106 0
F	67 50	41 0	108 50
G	60 0	37 40	97 40
H	50 0	37 40	87 40
J	60 0	37 40	97 40
K	90 0	37 40	127 40
L	45 0	28 25	73 25

Daily Rates.

Class A worker	4 0	1 75	5 75
B	4 0	1 75	5 75
C	3 25	1 75	5 00
D	4 0	1 75	5 75
E	2 75	1 50	4 25
F	2 75	1 75	4 50
G	2 50	1 75	4 25
H	2 25	1 75	4 00
L	1 50	1 30	2 80

N. B.—Monthly rates for permanent workers and daily rates for temporary workers.

Month : December, 1951.

Class of Worker

Basic Wage
Rs. c.

Special Allowance
Rs. c.

Total
Rs. c.

Match Manufacturing Trade.

Daily Rates.

Grade I—

Male 18 years and over	1 80	1 40	3 20
Female 18 years and over	1 44	1 30	2 74
Young person over 14 and under 17 years ..	0 85	0 84	1 69
Young person 17 and over but under 18 years	1 15	1 2	2 17

Grade II—

Male 18 years and over	1 40	1 40	2 80
Female 18 years and over	1 12	1 30	2 42
Young person over 14 and under 17 years ..	0 70	0 84	1 54
Young person 17 and over but under 18 years	0 90	1 2	1 92

Grade III—

Male 18 years and over	1 24	1 30	2 54
Female 18 years and over	1 0	1 18	2 18
Young person over 14 and under 17 years ..	0 60	0 84	1 44
Young person 17 and over but under 18 years	0 80	1 2	1 82

Grade IV—

Watcher	1 50	1 40	2 90
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Cinema Trade.

Monthly Rates.

Within the Municipal areas.

A—Non-clerical—

Unskilled	32 25	33 60	65 85
Semi-skilled	37 50	36 20	73 70
Skilled, Grade II	50 0	38 2	88 2
Skilled, Grade I	60 0	38 2	98 2

B—Clerical—

Grade III	45 0	34 0	79 0
Grade II	50 0	37 0	87 0
Grade I	100 0	42 0	142 0

Outside the Municipal areas.

A—Non-clerical—

Unskilled	32 25	33 60	65 85
Semi-skilled	35 0	36 20	71 20
Skilled, Grade II	42 0	38 2	80 2
Skilled, Grade I	55 0	38 2	93 2

B—Clerical—

Grade III	40 0	34 0	74 0
Grade II	45 0	37 0	82 0
Grade I	100 0	42 0	142 0

Month : December, 1951.

Class of Worker

Dock, Harbour and Port Transport Trade.

Monthly Rates.

Manual Work.

	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Special Grade	65 0	31 75	96 75
Skilled Grade	55 0	27 75	82 75
Semi-skilled Grade	45 0	24 75	69 75
Unskilled, Grade I	37 0	24 75	61 75
Unskilled, Grade II	31 0	24 75	55 75

Women Workers.

Female Kanganies	35 0	24 75	59 75
Female labourers	30 0	24 75	54 75

Non-manual Workers.

Special Grade	75 0	37 0	112 0
Grade I	55 0	27 75	82 75

Building Trade.

Daily Rates.

Unskilled—

Male labourers—

Not under 18 years	1 24	1 30	2 54
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Female labourers—

Not under 18 years	1 0	1 30	2 30
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*Unskilled labourers—
(irrespective of sex)*

Under 18 years of age	0 80	1 30	2 10
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Semi-skilled, Grade II	1 44	1 40	2 84
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Semi-skilled, Grade I	1 60	1 40	3 0
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Skilled	1 80	1 40	3 20
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APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 1951, to Workers in the Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	0 55	0 56	1 11	0 45	0 42	0 87	0 32 1/2	0 38 1/2	0 71	1/2
1	1 10	1 12	2 22	0 90	0 84	1 74	0 65	0 77	1 42	1
2	2 20	2 24	4 44	1 80	1 68	3 48	1 30	1 54	2 84	2
3	3 30	3 36	6 66	2 70	2 52	5 22	1 95	2 31	4 26	3
4	4 40	4 48	8 88	3 60	3 36	6 96	2 60	3 8	5 68	4
5	5 50	5 60	11 10	4 50	4 20	8 70	3 25	3 85	7 10	5
6	6 60	6 72	13 32	5 40	5 4	10 44	3 90	4 62	8 52	6
7	7 70	7 84	15 54	6 30	5 80	12 18	4 55	5 39	9 94	7
8	8 80	8 96	17 76	7 20	6 72	13 92	5 20	6 16	11 36	8
9	9 90	10 8	19 98	8 10	7 56	15 66	5 85	6 93	12 78	9
10	11 0	11 20	22 20	9 0	8 40	17 40	6 50	7 70	14 20	10
11	12 10	12 32	24 42	9 90	9 24	19 14	7 15	8 47	15 62	11
12	13 20	13 44	26 64	10 80	10 8	20 88	7 80	9 24	17 4	12
13	14 30	14 56	28 86	11 70	10 92	22 62	8 45	10 1	18 46	13
14	15 40	15 68	31 8	12 60	11 76	24 36	9 10	10 78	19 88	14
15	16 50	16 80	33 30	13 50	12 60	26 10	9 75	11 55	21 30	15
16	17 60	17 92	35 52	14 40	13 44	27 84	10 40	12 32	22 72	16
17	18 70	19 4	37 74	15 30	14 28	29 58	11 5	13 9	24 14	17
18	19 80	20 16	39 96	16 20	15 12	31 32	11 70	13 86	25 56	18
19	20 90	21 28	42 18	17 10	15 96	33 6	12 35	14 63	26 98	19
20	22 0	22 40	44 40	18 0	16 80	34 80	13 0	15 40	28 40	20
21	23 10	23 52	46 62	18 90	17 64	36 54	13 65	16 17	29 82	21
22	24 20	24 64	48 84	19 80	18 48	38 28	14 30	16 94	31 24	22
23	25 30	25 76	51 6	20 70	19 32	40 2	14 95	17 71	32 66	23
24	26 40	26 88	53 28	21 60	20 16	41 76	15 60	18 48	34 8	24
25	27 50	28 0	55 50	22 50	21 0	43 50	16 25	19 25	35 50	25
26	28 60	29 12	57 72	23 40	21 84	45 24	16 90	20 2	36 92	26
27	29 70	30 24	59 94	24 30	22 68	46 98	17 55	20 79	38 34	27
28	30 80	31 36	62 96	25 20	23 52	48 72	18 20	21 56	39 76	28
29	31 90	32 48	64 38	26 10	24 36	50 46	18 85	22 33	41 18	29
30	33 0	33 60	66 60	27 0	25 20	52 20	19 50	23 10	42 60	30
31	34 10	34 72	68 82	27 90	26 04	53 94	20 15	23 87	44 2	31

*A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 1951, to Workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1/2	0 65	0 56	1 21	0 60	0 42	1 2	0 47 1/2	0 38 1/2	0 86	1/2
1	1 30	1 12	2 42	1 20	0 84	2 4	0 95	0 77	1 72	1
2	2 60	2 24	4 84	2 40	1 68	4 8	1 90	1 54	3 44	2
3	3 90	3 36	7 26	3 60	2 52	6 12	2 85	2 31	5 16	3
4	5 20	4 48	9 68	4 80	3 36	8 16	3 80	3 8	6 88	4
5	6 50	5 60	12 10	6 0	4 20	10 20	4 75	3 85	8 60	5
6	7 80	6 72	14 52	7 20	5 4	12 24	5 70	4 62	10 32	6
7	9 10	7 84	16 94	8 40	5 88	14 28	6 65	5 39	12 4	7
8	10 40	8 96	19 36	9 60	6 72	16 32	7 60	6 16	13 76	8
9	11 70	10 8	21 78	10 80	7 56	18 36	8 55	6 93	15 48	9
10	13 0	11 20	24 20	12 0	8 40	20 40	9 50	7 70	17 20	10
11	14 30	12 32	26 62	13 20	9 24	22 44	10 45	8 47	18 92	11
12	15 60	13 44	29 4	14 40	10 8	24 48	11 40	9 24	20 64	12
13	16 90	14 56	31 46	15 60	10 92	26 52	12 35	10 1	22 36	13
14	18 20	15 68	33 88	16 80	11 76	28 56	13 30	10 78	24 8	14
15	19 50	16 80	36 30	18 0	12 60	30 60	14 25	11 55	25 80	15
16	20 80	17 92	38 72	19 20	13 44	32 64	15 20	12 32	27 52	16
17	22 10	19 4	41 14	20 40	14 28	34 68	16 15	13 9	29 24	17
18	23 40	20 16	43 56	21 60	15 12	36 72	17 10	13 86	30 96	18
19	24 70	21 28	45 98	22 80	15 96	38 76	18 5	14 63	32 68	19
20	26 0	22 40	48 40	24 0	16 80	40 80	19 0	15 40	34 40	20
21	27 30	23 52	50 82	25 20	17 64	42 84	19 95	16 17	36 12	21
22	28 60	24 64	53 24	26 40	18 48	44 88	20 90	16 94	37 84	22
23	29 90	25 76	55 66	27 60	19 32	46 92	21 85	17 71	39 56	23
24	31 20	26 88	58 8	28 80	20 16	48 96	22 80	18 48	41 28	24
25	32 50	28 0	60 50	30 0	21 0	51 0	23 75	19 25	43 0	25
26	33 80	29 12	62 92	31 20	21 84	53 4	24 70	20 2	44 72	26
27	35 10	30 24	65 34	32 40	22 68	55 8	25 65	20 79	46 44	27
28	36 40	31 36	67 76	33 60	23 52	57 12	26 60	21 56	48 16	28
29	37 70	32 48	70 18	34 80	24 36	59 16	27 55	22 33	49 88	29
30	39 0	33 60	72 60	36 0	25 20	61 20	28 50	23 10	51 60	30
31	40 30	34 72	75 2	37 20	26 4	63 24	29 45	23 87	53 32	31

A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1951, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 1	0 93½	0 72	0 63½	1 37	1 27	0 98½	0 82½	1 25	1 15	0 88½	0 75	1
2	2 2	1 87	1 44	1 27	2 74	2 54	1 97	1 65	2 50	2 30	1 77	1 50	2
3	4 4	3 74	2 88	2 54	5 48	5 8	3 94	3 30	5 0	4 60	3 54	3 0	3
4	6 6	5 61	4 32	3 81	8 22	7 62	5 91	4 95	7 50	6 90	5 31	4 50	4
5	8 8	7 48	5 76	5 8	10 96	10 16	7 88	6 60	10 0	9 20	7 8	6 0	5
6	10 10	9 35	6 20	6 35	13 70	12 70	9 85	8 25	12 50	11 50	8 85	7 50	6
7	12 12	11 22	8 64	7 62	16 44	15 24	11 82	9 90	15 0	13 80	10 62	9 0	7
8	14 14	13 9	10 8	8 89	19 18	17 78	13 79	11 55	17 50	16 10	12 39	10 50	8
9	16 16	14 96	11 52	10 16	21 92	20 32	15 76	13 20	20 0	18 40	14 16	12 0	9
10	18 18	16 83	12 96	11 43	24 66	22 86	17 73	14 85	22 50	20 70	15 93	13 50	10
11	20 20	18 70	14 40	12 70	27 40	25 40	19 70	16 50	25 0	23 0	17 70	15 0	11
12	22 22	20 57	15 84	13 97	30 14	27 94	21 67	18 15	27 50	25 30	19 47	16 50	12
13	24 24	22 44	17 28	15 24	32 88	30 48	23 64	19 80	30 0	27 60	21 24	18 0	13
14	26 26	24 31	18 72	16 51	35 62	33 2	25 61	21 45	32 50	29 90	23 1	19 50	14
15	28 28	26 18	20 16	17 78	38 36	35 56	27 58	23 10	35 0	32 20	24 78	21 0	15
16	30 30	28 5	21 60	19 5	41 10	38 10	29 55	24 75	37 50	34 50	26 55	22 50	16
17	32 32	29 92	23 4	20 32	43 84	40 64	31 52	26 40	40 0	36 80	28 32	24 0	17
18	34 34	31 79	24 48	21 59	46 58	43 18	33 49	28 5	42 50	39 10	30 9	25 50	18
19	36 36	33 66	25 92	22 86	49 32	45 72	35 46	29 70	45 0	41 40	31 86	27 0	19
20	38 38	35 53	27 36	24 13	52 6	48 26	37 43	31 35	47 50	43 70	33 63	28 50	20
21	40 40	37 40	28 80	25 40	54 80	50 80	39 40	33 0	50 0	46 0	35 40	30 0	21
22	42 42	39 27	30 24	26 67	57 54	53 34	41 37	34 65	52 50	48 30	37 17	31 50	22
23	44 44	41 14	31 68	27 94	60 28	55 88	43 34	36 30	55 0	50 60	38 94	33 0	23
24	46 46	43 1	33 12	29 21	63 2	58 42	45 31	37 95	57 50	52 90	40 71	34 50	24
25	48 48	44 88	34 56	30 48	65 76	60 96	47 28	39 60	60 0	55 20	42 48	36 0	25
26	50 50	46 75	36 0	31 75	68 50	63 50	49 25	41 25	62 50	57 50	44 25	37 50	26
27	52 52	48 62	37 44	33 2	71 24	66 4	51 22	42 90	65 0	59 80	46 2	39 0	27
28	54 54	50 49	38 88	34 29	73 98	68 58	53 19	44 55	67 50	62 10	47 79	40 50	28
29	56 56	52 36	40 32	35 56	76 72	71 12	55 16	46 20	70 0	64 40	49 56	42 0	29
30	58 58	54 23	41 76	36 83	79 46	73 66	57 13	47 85	72 50	66 70	51 33	43 50	30
31	60 60	56 10	43 20	38 10	82 20	76 20	59 10	49 50	75 0	69 0	53 10	45 0	31
31	62 62	57 97	44 64	39 37	84 94	78 74	61 7	51 15	77 50	71 30	54 87	46 50	31

Note:—"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo; "Male" refers to male workers not under 18 years of age; "Female" to female worker not under 18 years of age; and "Young Persons" to worker under 18 years of age.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1951, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 40	1 50	1 40	1 45	1 9	0 71	0 78½	0 86	1 1	1
2	2 54	2 80	3 0	2 80	2 90	2 18	1 42	1 57	1 72	2 2	2
3	5 8	5 60	6 0	5 60	5 80	4 36	2 84	3 14	3 44	4 4	3
4	7 62	8 40	9 0	8 40	8 70	6 54	4 26	4 71	5 16	6 6	4
5	10 16	11 20	12 0	11 20	11 60	8 72	5 68	6 28	6 88	8 8	5
6	12 70	14 0	15 0	14 0	14 50	10 90	7 10	7 85	8 60	10 10	6
7	15 24	16 80	18 0	16 80	17 40	13 8	8 52	9 42	10 32	12 12	7
8	17 78	19 60	21 0	19 60	20 30	15 26	9 94	10 99	12 4	14 14	8
9	20 32	22 40	24 0	22 40	23 20	17 44	11 36	12 56	13 76	16 16	9
10	22 86	25 20	27 0	25 20	26 10	19 62	12 78	14 13	15 48	18 18	10
11	25 40	28 0	30 0	28 0	29 0	21 80	14 20	15 70	17 20	20 20	11
12	27 94	30 80	33 0	30 80	31 90	23 98	15 62	17 27	18 92	22 22	12
13	30 48	33 60	36 0	33 60	34 80	26 16	17 4	18 84	20 64	24 24	13
14	33 2	36 40	39 0	36 40	37 70	28 34	18 46	20 41	22 36	26 26	14
15	35 56	39 20	42 0	39 20	40 60	30 52	19 88	21 98	24 8	28 28	15
16	38 10	42 0	45 0	42 0	43 50	32 70	21 30	23 55	25 80	30 30	16
17	40 64	44 80	48 0	44 80	46 40	34 88	22 72	25 12	27 52	32 32	17
18	43 18	47 60	51 0	47 60	49 30	37 6	24 14	26 69	29 24	34 34	18
19	45 72	50 40	54 0	50 40	52 20	39 24	25 56	28 26	30 96	36 36	19
20	48 26	53 20	57 0	53 20	55 10	41 42	26 98	29 83	32 68	38 38	20
21	50 80	56 0	60 0	56 0	58 0	43 60	28 40	31 40	34 40	40 40	21
22	53 34	58 80	63 0	58 80	60 90	45 78	29 82	32 97	36 12	42 42	22
23	55 88	61 60	66 0	61 60	63 80	47 96	31 24	34 54	37 84	44 44	23
24	58 42	64 40	69 0	64 40	66 70	50 14	32 66	36 11	39 56	46 46	24
25	60 96	67 20	72 0	67 20	69 60	52 32	34 8	37 68	41 28	48 48	25
26	63 50	70 0	75 0	70 0	72 50	54 50	35 50	39 25	43 0	50 50	26
27	66 4	72 80	78 0	72 80	75 40	56 68	36 92	40 82	44 72	52 52	27
28	68 58	75 60	81 0	75 60	78 30	58 86	38 34	42 39	46 44	54 54	28
29	71 12	78 40	84 0	78 40	81 20	61 4	39 76	43 96	48 16	56 56	29
30	73 66	81 20	87 0	81 20	84 10	63 22	41 18	45 53	49 88	58 58	30
31	76 20	84 0	90 0	84 0	87 0	65 40	42 60	47 10	51 60	60 60	31
31	78 74	86 80	93 0	86 80	89 90	67 58	44 02	48 67	53 32	62 62	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1951, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 42	1 34	1 60	1 50	1 45	0 41	0 54	0 75½	0 95	1
2	2 54	2 84	2 68	3 20	3 0	2 90	0 82	1 8	1 51	1 90	2
3	5 8	5 68	5 36	6 40	6 0	5 80	1 64	2 16	3 2	3 80	3
4	7 62	8 52	8 4	9 60	9 0	8 70	2 46	3 24	4 53	5 70	4
5	10 16	11 36	10 72	12 80	12 0	11 60	3 28	4 32	6 4	7 60	5
6	12 70	14 20	13 40	16 0	15 0	14 50	4 10	5 40	7 55	9 50	6
7	15 24	17 4	16 8	19 20	18 0	17 40	4 92	6 48	9 6	11 40	7
8	17 78	19 88	18 76	22 40	21 0	20 30	5 74	7 56	10 57	13 30	8
9	20 32	22 72	21 44	25 60	24 0	23 20	6 56	8 64	12 8	15 20	9
10	22 86	25 56	24 12	28 80	27 0	26 10	7 38	9 72	13 59	17 10	10
11	25 40	28 40	26 80	32 0	30 0	29 0	8 20	10 80	15 10	19 0	11
12	27 94	31 24	29 48	35 20	33 0	31 90	9 2	11 88	16 61	20 90	12
13	30 48	34 8	32 16	38 40	36 0	34 80	9 84	12 96	18 12	22 80	13
14	33 2	36 92	34 84	41 60	39 0	37 70	10 66	14 4	19 63	24 70	14
15	35 56	39 76	37 52	44 80	42 0	40 60	11 48	15 12	21 14	26 60	15
16	38 10	42 60	40 20	48 0	45 0	43 50	12 30	16 20	22 65	28 50	16
17	40 64	45 44	42 88	51 20	48 0	46 40	13 12	17 28	24 16	30 40	17
18	43 18	48 28	45 56	54 40	51 0	49 30	13 94	18 36	25 67	32 30	18
19	45 72	51 12	48 24	57 60	54 0	52 20	14 76	19 44	27 18	34 20	19
20	48 26	53 96	50 92	60 80	57 0	55 10	15 58	20 52	28 69	36 10	20
21	50 80	56 80	53 60	64 0	60 0	58 0	16 40	21 60	30 20	38 0	21
22	53 34	59 64	56 28	67 20	63 0	60 90	17 22	22 68	31 71	39 90	22
23	55 88	62 48	58 96	70 40	66 0	63 80	18 4	23 76	33 22	41 80	23
24	58 42	65 32	61 64	73 60	69 0	66 70	18 86	24 84	34 3	43 70	24
25	60 96	68 16	64 32	76 80	72 0	69 60	19 68	25 92	36 24	45 60	25
26	63 50	71 0	67 0	80 0	75 0	72 50	20 50	27 0	37 75	47 50	26
27	66 4	73 84	69 68	83 20	78 0	75 40	21 32	28 8	39 26	49 40	27
28	68 58	76 68	72 36	86 40	81 0	78 30	22 14	29 16	40 77	51 30	28
29	71 12	79 52	75 4	89 60	84 0	81 20	22 96	30 24	42 28	53 20	29
30	73 66	82 36	77 72	92 80	87 0	84 10	23 78	31 32	43 79	55 10	30
31	76 20	85 20	80 40	96 0	90 0	87 0	24 60	32 40	45 30	57 0	31
31	78 74	88 4	83 8	99 20	93 0	89 90	25 42	33 48	46 81	58 90	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1951, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watches	
	Male	Female	Over 16 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
1	1 60	1 37	0 84½	1 8½	1 40	1 21	0 77	0 98	1 27	1 9	0 72	0 91	1 45	1
2	3 20	2 74	1 69	2 17	2 80	2 42	1 54	1 92	2 54	2 18	1 44	1 82	2 90	2
3	6 40	5 48	3 38	4 34	5 60	4 84	3 8	3 84	5 8	4 36	2 88	3 64	5 80	3
4	9 60	8 22	5 7	6 51	8 40	7 26	4 62	5 76	7 62	6 54	4 32	5 46	8 70	4
5	12 80	10 96	6 76	8 68	11 20	9 68	6 16	7 68	10 16	8 72	5 76	7 28	11 60	5
6	16 0	13 70	8 45	10 85	14 0	12 10	7 70	9 60	12 70	10 90	7 20	9 10	14 50	6
7	19 20	16 44	10 14	13 2	16 80	14 52	9 24	11 52	15 24	13 8	8 64	10 92	17 40	7
8	22 40	19 18	11 83	15 19	19 60	16 94	10 78	13 44	17 78	15 26	10 8	12 74	20 30	8
9	25 60	21 92	13 52	17 36	22 40	19 36	12 32	15 36	20 32	17 44	11 52	14 56	23 20	9
10	28 80	24 66	15 21	19 53	25 20	21 78	13 86	17 28	22 86	19 62	12 96	16 38	26 10	10
11	32 0	27 40	16 90	21 70	28 0	24 20	15 40	19 20	25 40	21 80	14 40	18 20	29 0	11
12	35 20	30 14	18 59	23 87	30 80	26 62	16 94	21 12	27 94	23 98	15 84	20 2	31 90	12
13	38 40	32 88	20 28	26 4	33 60	29 4	18 48	23 4	30 48	26 16	17 28	21 84	34 80	13
14	41 60	35 62	21 97	28 21	36 40	31 46	20 2	24 96	33 2	28 34	18 72	23 66	37 70	14
15	44 80	38 36	23 66	30 38	39 20	33 88	21 56	26 88	35 56	30 52	20 16	25 48	40 60	15
16	48 0	41 10	25 35	32 55	42 0	36 30	23 10	28 80	38 10	32 70	21 60	27 30	43 50	16
17	51 20	43 84	27 4	34 72	44 80	38 72	24 64	30 72	40 64	34 88	23 4	29 12	46 40	17
18	54 40	46 58	28 73	36 89	47 60	41 14	26 18	32 64	43 18	37 6	24 48	30 94	49 30	18
19	57 60	49 32	30 42	39 6	50 40	43 56	27 72	34 56	45 72	39 24	25 92	32 76	52 20	19
20	60 80	52 6	32 11	41 23	53 20	45 98	29 26	36 48	48 26	41 42	27 36	34 58	55 10	20
21	64 0	54 80	33 80	43 40	56 0	48 40	30 80	38 40	50 80	43 60	28 80	36 40	58 0	21
22	67 20	57 54	35 49	45 57	58 80	50 82	32 34	40 32	53 34	45 78	30 24	38 22	60 90	22
23	70 40	60 28	37 18	47 74	61 60	53 24	33 88	42 24	55 88	47 96	31 68	40 4	63 80	23
24	73 60	63 2	38 87	49 91	64 40	55 66	35 42	44 16	58 42	50 14	33 12	41 86	66 70	24
25	76 80	65 76	40 56	52 8	67 20	58 8	36 96	46 8	60 96	52 32	34 56	43 68	69 60	25
26	80 0	68 50	42 25	54 25	70 0	60 50	38 50	48 0	63 50	54 50	36 0	45 50	72 50	26
27	83 20	71 24	43 94	56 42	72 80	62 92	40 4	49 92	66 4	56 68	37 44	47 32	75 40	27
28	86 40	73 98	45 63	58 59	75 60	65 34	41 58	51 84	68 58	58 86	38 88	49 14	78 30	28
29	89 60	76 72	47 32	60 76	78 40	67 76	43 12	53 76	71 12	61 4	40 32	50 96	81 20	29
30	92 80	79 46	49 1	62 93	81 20	70 18	44 66	55 68	73 66	63 22	41 76	52 78	84 10	30
31	96 0	82 20	50 70	65 10	84 0	72 60	46 20	57 60	76 20	65 40	43 20	54 60	87 0	31
31	99 20	84 94	52 39	67 27	86 80	75 2	47 74	59 52	78 74	67 58	44 64	56 42	89 90	31

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1951, to workers in the Building Trade

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 27	1 15	1 5	1 42	1 50	1 60	1
2	2 54	2 30	2 10	2 84	3 0	3 20	2
3	5 8	4 60	4 20	5 68	6 0	6 40	3
4	7 62	6 90	6 30	8 52	9 0	9 60	4
5	10 16	9 20	8 40	11 36	12 0	12 80	5
6	12 70	11 50	10 50	14 20	15 0	16 0	6
7	15 24	13 80	12 60	17 4	18 0	19 20	7
8	17 78	16 10	14 70	19 88	21 0	22 40	8
9	20 32	18 40	16 80	22 72	24 0	25 60	9
10	22 86	20 60	18 90	25 56	27 0	28 80	10
11	25 40	23 0	21 0	28 40	30 0	32 0	11
12	27 94	25 30	23 10	31 24	33 0	35 20	12
13	30 48	27 60	25 20	34 8	36 0	38 40	13
14	33 2	29 90	27 30	36 92	39 0	41 60	14
15	35 56	32 20	29 40	39 76	42 0	44 80	15
16	38 10	34 50	31 50	42 60	45 0	48 0	16
17	40 64	36 80	33 60	45 44	48 0	51 20	17
18	43 18	39 10	35 70	48 28	51 0	54 40	18
19	45 72	41 40	37 80	51 12	54 0	57 60	19
20	48 26	43 70	39 90	53 96	57 0	60 80	20
21	50 80	46 0	42 0	56 80	60 0	64 0	21
22	53 34	48 30	44 10	59 64	63 0	67 20	22
23	55 88	50 60	46 20	62 48	66 0	70 40	23
24	58 42	52 90	48 30	65 32	69 0	73 60	24
25	60 96	55 20	50 40	68 16	72 0	76 80	25
26	63 50	57 50	52 50	71 0	75 0	80 0	26
27	66 4	59 80	54 60	73 84	78 0	83 20	27
28	68 58	62 10	56 70	76 68	81 0	86 40	28
29	71 12	64 40	58 80	79 52	84 0	89 60	29
30	73 66	66 70	60 90	82 36	87 0	92 80	30
31	76 20	69 0	63 0	85 20	90 0	96 0	31
31	78 74	71 30	65 10	88 4	93 0	99 20	31

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female labourer not under 18 years of age.

"Unskilled young person" means a labourer (irrespective of sex) under 18 years of age.

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